

An Analysis of the Need for a Fitness Component to be Included
in the Curriculum in the Criminal Justice Program at
Chippewa Valley Technical College

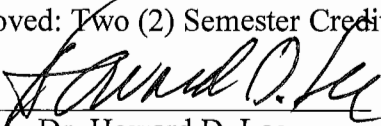
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ABSTRACT

The criminal justice curriculum at Chippewa Valley Technical College (CVTC) educates students academically but currently no emphasis is placed on preparing them physically for the fitness portion of the application process. A survey was mailed to Police and Sheriff administrators from CVTC's 11 county service area and they were asked to respond to statements regarding physical fitness testing as it relates to the hiring process for law enforcement candidates.

The results showed the respondents agreed that fitness should be included in the curriculum in the criminal justice department at CVTC in the areas of cardiovascular endurance, anaerobic training, muscular endurance and strength, and flexibility training. The results also showed no significant difference between police and sheriff departments.

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Chapter I: Introduction

The Federal Bureau of Investigation (FBI) believes the physical fitness of a law enforcement officer is equivalent to their mental preparedness (Ebling, 2002). The public expects a police officer to possess the physical ability to respond to a situation where force may be necessary and a degree of physical effort exerted. “They expect and deserve a fit officer because in a situation with injury and life and death consequences having those physical capabilities can minimize those threats” (Collingwood, Hoffman, & Smith, 2003, p. 49).

An officer candidate's future in the criminal justice field and their life and the lives of people police officers are sworn to protect and serve depend on the physical fitness of the officer (Harr & Hess, 2006). Law enforcement is basically a sedentary job unless the officer is assigned to the bike or foot patrol unit. Law enforcement is essentially driving in a patrol car or sitting behind a desk. There are times when an officer needs to burst into action so the officer needs to be in good condition otherwise going from an inactive, sedentary state to a full sprint will be too much to handle (Strandberg, 2002).

The very nature of law enforcement can contribute to a police officer getting out of shape. There is a lot of inactivity which means not much of an opportunity for physical exercise while working. Police officers are often times required to work odd hours and shifts which can equate to poor eating habits and can lead to an understanding of why many officers are not physically fit. Employers seek officer candidates who are physically fit because they are aware of the reasons officers find it hard to stay in shape throughout their career (Harr & Hess, 2006).

Employers do not want to hire someone who will make their police department look bad. If an officer candidate is physically fit it tells the employer that they are concerned about themselves and will project a positive image for the department (Harr & Hess, 2006). One of the

core concepts of being a professional is appearance. Professionals are expected to look the part by being fit and looking neat and well groomed (Relational Skills Advisory Committee, 2007).

Since the time of August Vollmer (1876-1955) selection criteria has been used to screen out people who are “unfit” for police work. Policing has become increasingly difficult over time and the need for screening procedures to be more effective has become increasingly more important. The job of choosing qualified candidates to become officers has become more intricate with the need to have police departments more representative of the community they are serving (Hunter, Barker, & Mayhall, 2008).

Someone who decides to become a police officer most often has to participate in a selection process which is referred to as the multiple hurdle procedure. Even though the process can differ from one agency to another there are elements common to most processes (Wrobelski & Hess, 2006).

The selection process for most law enforcement agencies usually includes: a written application, a written examination, a physical fitness or agility test, a psychological examination, an oral interview, a thorough background check, and a medical examination. These steps may occur in different sequences but if an officer candidate fails at any point of the selection process they most likely fail the entire process and are no longer considered a candidate (Wrobelski & Hess, 2006).

According to Harr and Hess, there is a common thread found in fitness standards that officer candidates will be tested in. They have found 5 general parameters officer candidates are faced with in the hiring process:

- Cardiorespiratory endurance or aerobic capacity
- Abdominal and lower back strength

- Muscular strength and endurance
- Flexibility
- Body composition

There are a wide variety of physical fitness tests that may be used but they are likely to measure: endurance, agility, flexibility, and strength (2006).

According to Thomas Collingwood et al, the Uniform Guidelines for Employee Selection Tests require that in order for physical fitness tests to be considered valid they must be job related. Collingwood has documented that aerobic and anaerobic power, strength, flexibility, explosive power, and agility are specific to task performance for law enforcement officers. These areas of fitness can predict an officer candidate's capability to perform physical tasks that are essential for law enforcement officers (2004).

Stew Smith (2009) believes that there are many people who are interested in entering the profession of law enforcement but because of several societal and environmental reasons do not possess basic fitness skills. Smith believes that our overweight population needs at least one year of fitness training before entering a police academy. Smith also said that in order for a person who is untrained physically to compete in physical fitness testing, a pre-training program is critical to their success.

In an interview with Judi Anibas (2009), the Education Director of Emergency Services and Transportation Education at Chippewa Valley Technical College (CVTC), she stated that the criminal justice department is considering adding a fitness component to their curriculum to help prepare their graduates for the physical agility portion of the hiring process. According to Anibas, the Law Enforcement Advisory Committee met on June 25, 2008 and raised concerns about the readiness of the criminal justice graduates for the hiring process. Among other

suggestions, they were in agreement that a fitness component should be included in the curriculum.

Chippewa Valley Technical College (CVTC) is one of 16 technical colleges in the state of Wisconsin and serves an 11 county area in western Wisconsin. Chippewa Valley Technical College has 10 centers located throughout the district in the cities of Eau Claire, Chippewa Falls, Menomonie, River Falls, and Neillsville. The mission of CVTC is to deliver superior, progressive technical education that improves the lives of students, meets the work force needs of the region, and strengthens the larger community (College, 2008). Chippewa Valley Technical College offers 31 different Associate Degree programs (The Higher Learning Commission).

The Criminal Justice program at CVTC is offered in Eau Claire and River Falls and is a two year program. Criminal justice coursework prepares the students in both theoretical and practical information related to meeting the challenges of our changing society. The program prepares students for positions as a police officer, deputy sheriff, correctional officer, security positions, and private investigation agencies (College, 2008). Upon completion of their degree students will be able to enter the workforce, the Law Enforcement Academy in advanced standing, or continue their education at a 4 year institution with an articulation agreement.

The Criminal Justice associate degree at CVTC consists of a minimum requirement of 67 credits of which 24 are general education. The remaining 43 credits are devoted to exposing the student to several different aspects of the criminal justice field through technical courses, i.e. community policing, ethics, investigations, law, patrol, and professional communications (Chippewa Valley Technical College). There is currently no fitness component to the criminal justice curriculum at CVTC (Anibas, 2009).

Statement of the Problem

Most professional police and sheriff departments require officer candidates to pass some type of physical agility test as part of the application process. The tests are job related physical tasks and abilities officers need to possess during the application process and throughout their career to be an effective officer. A curriculum change is being considered in the criminal justice department at CVTC to include a fitness component. The criminal justice curriculum at Chippewa Valley Technical College educates students academically but currently no emphasis is placed on preparing them physically for the fitness portion of the application process.

Purpose of the Study

The purpose of this study was to conduct a needs assessment to see if fitness should be included in the criminal justice curriculum to better prepare students for the law enforcement application hiring process. A task analysis was also completed to determine what fitness content would be included in the curriculum in the criminal justice department at Chippewa Valley Technical College if it was found to be needed.

Research Questions

1. In what ways is an officer candidate's physical fitness level important to law enforcement employers?
2. In what ways is physical fitness testing prior to employment an important issue to law enforcement employers?
3. How important is it to law enforcement employers that an officer candidate exercises regularly?
4. How important is it to law enforcement employers that an officer candidate be physically fit in all areas of fitness?

5. What specific characteristics of physical fitness do law enforcement employers find important?
6. Are there any differences between police and sheriff departments with respect to physical fitness testing?
7. What would the content of fitness curriculum be if it were to be included in criminal justice department at CVTC?

Importance of the Study

The results of this study are important because:

1. Police officers need to be physically fit if they are going to properly perform their job. Jurisdictions cannot afford to have their police officers in improper physical condition. Hopefully, as more police chiefs and sheriffs realize this, the more important proper physical conditioning will be for current officers and students working toward careers in law enforcement (Kleppe, 1992).
2. Someone preparing for a career in law enforcement needs to be prepared academically to meet the knowledge requirements of a police officer and physically fit to meet the physical demands an officer faces while on duty. Physical fitness manifests itself during the application process of an officer candidate in most departments.
3. Most professional law enforcement agencies require that the prospective officer candidates pass some kind of physical fitness or physical agility test as part of the application process. These tests often simulate some kind of law enforcement job related tasks.

4. The tests are usually pass/fail, and physically demanding, requiring the officer candidate to possess strength and endurance needed for law enforcement. As with any test, candidates who have not prepared themselves can fail, and be denied a chance at employment. Adding a fitness component may address the demands of these applicant tests and may better prepare the officer candidate, alleviate stress from the application process for the candidate, and might enable individuals with borderline physical ability to be successful.
5. The results of this study are important to the criminal justice department at Chippewa Valley Technical College and the students enrolled in the criminal justice degree program. It is these students who will be participating in the hiring process for law enforcement agencies and will most likely have to participate and pass some type of physical fitness or physical agility test.
6. The results of the study can be used to further improve the curriculum in the criminal justice program and help carry out the mission of Chippewa Valley Technical College which prepares students to meet the work force needs of the region.

Limitations of the Study

This study has the following limitations:

1. Law enforcement agencies may range in size from a one person department where the chief rarely, if ever, hires new employees to a 100 person staff where the chief/sheriff hires on a regular basis. Smaller departments may have had their same staff of officers for several years and not have had any recent experience hiring new employees; whereas, the larger departments hire on a regular basis.

2. The small department may not be as aware of pre-employment physical agility testing as a larger department. Larger law enforcement agencies tend to be involved with accreditation and current issues; whereas, smaller departments don't have the budget or the same amount of personnel. In larger law enforcement departments job responsibilities are delegated between a greater number of personnel, but in small departments one or two people are responsible for a greater number of responsibilities.
3. The people who were interviewed were always people who were involved in the hiring process but were not of the same rank. Law enforcement agencies are structured differently and the personnel involved in hiring may be at different levels on the organization chart. There may be some people interviewed who are civilians and not sworn police officers.
4. The law enforcement departments contacted had mission statements that varied slightly and different philosophies as to how to carry out those missions which may have had an effect on their responses. Some law enforcement departments may have mission statements and philosophies that promote physical fitness and some law enforcement departments may not stress fitness as much in their mission statements.
5. The scope of this study was the 11 counties that Chippewa Valley Technical College serves and the law enforcement agencies within those counties. A vast majority of agencies in the state of Wisconsin are not in the 11 county area CVTC serves. There are 61 other counties in the state of Wisconsin and several other law enforcement agencies that were not contacted.

6. Any suggestions for physical fitness to be included in the curriculum were intended for the criminal justice program at Chippewa Valley Technical College. CVTC is only 1 of 16 technical colleges in the state of Wisconsin. The curriculum is not intended for use at the other state technical colleges.

Methodology

This study surveyed police and sheriff departments in the 11 counties that comprise the Chippewa Valley Technical College (CVTC) district. A questionnaire was sent to individuals in each department who are involved in the hiring of officer candidates. The questionnaire collected information pertaining to the importance of a candidate's physical fitness level, the importance of physical fitness testing as part of the hiring process, physical fitness characteristics departments find important, and the importance of candidates exercising regularly. The data was then analyzed to determine if there was a difference between police and sheriff departments with respect to physical fitness testing, and to determine whether or not a physical fitness component should be adopted in the Criminal Justice curriculum at CVTC. The survey was conducted in the late spring, early summer of 2009.

Definition of Terms

Aerobic Power – Means oxygen requiring. Aerobic exercise requires the heart and lungs to work harder to meet the body's increased oxygen demand (MedicineNet, 2002).

Anaerobic Power – The ability to make short, intense bursts of maximal effort underlies the ability to run short distances and up stairs (Smith Jr., 2009).

Body Composition – The ratio of fat to lean tissue is associated with physical performance as well as health (Smith Jr., 2009).

Cardiovascular Endurance – the ability to take in and deliver oxygen to the working muscles to produce energy to sustain activity (Smith Jr., 2009).

Chippewa Valley Technical College (CVTC) – One of 16 technical college's in the state of Wisconsin (Wisconsin Technical College System - Colleges, 2008).

Curriculum – The sum of the learning activities and experiences that a student has under the auspices or direction of the school (Finch & Crunkilton, 1999).

Flexibility – The ability to use the available range of motion at a given joint or structure, is challenged in common tasks such as bending over as well as much less frequent ones, for instance foot pursuits (Smith Jr., 2009).

Law Enforcement Officer – WI S_s 165.85 (2) (c) - Any person employed by the state or any political subdivision of the state, for the purpose of detecting and preventing crime and enforcing laws or ordinances and who is authorized to make arrests for violations of the laws or ordinances that the person is employed to enforce (Justice, 2003).

Muscular Endurance – Refers to the muscles' ability to sustain sub-maximal force, which is necessary for lifting, pushing, pulling, or carrying (Smith Jr., 2009).

Muscular Strength – Refers to the muscles ability to generate maximal force; it is necessary for performance in control and restraint situations (Smith Jr., 2009).

Needs Assessment – A process consisting of a set of activities and procedures that identifies the merit or worth of a training or education program (Lee & Nelson, 2006).

Officer Candidate – A person who is applying to a law enforcement agency and is involved in the hiring process for employment in the field of law enforcement.

Task Analysis – The process of collecting and organizing the elements of a job for the purpose of generating a training or occupational curriculum (Lee & Nelson, 2006).

Chapter II: Review of Literature

Introduction

The purpose of this study was to conduct a needs assessment to determine if physical fitness content should be included in the criminal justice curriculum to better prepare students for the law enforcement application hiring process. A task analysis was also completed to determine what physical fitness content would be included in the curriculum in the criminal justice department at Chippewa Valley Technical College if it was found to be needed.

The review of literature is organized by job tasks law enforcement officers perform, the selection criteria used for law enforcement officers during the hiring process, physical fitness evaluations in the hiring process, trends in employment for law enforcement officers, legal issues of physical fitness for law enforcement officers, and the current curriculum which makes up the criminal justice program at Chippewa Valley Technical College (CVTC).

Job Tasks for Law Enforcement Officers

According to Wroblewski and Hess, law enforcement officers play many different roles within our society. There are also many differences between small and large law enforcement agencies, as well as between rural and urban departments. In smaller, rural departments officers tend to have closer relationships with the citizens they serve and have many generalized responsibilities; whereas, larger urban departments have more specialized units and officers who are more distant to the citizens they serve. Historically speaking, whether a law enforcement agency is big or small, there are five basic goals: enforce the law, preserve the peace, prevent crimes, protect civil rights and liberties, and provide services. Depending upon the situation many of these goals may overlap.

Law enforcement officers make decisions on what laws to enforce and play a vital role in assisting the criminal justice system by arresting suspects and helping prosecutors in court. There are many laws and statutes in every state and full enforcement of all laws is not possible.

Legislative intent and citizen's believe officers should use discretion when enforcing laws. Each law enforcement agency and their citizen's decide what is acceptable for officer discretion. The agency will develop its priorities, to some extent, based on what the community wishes. Most of the time agencies will concentrate their activities on serious crimes followed by past experience, citizen wishes, and available resources.

Officer's help people solve problems and help those who cannot cope with certain situations in their peace preserving role. They help maintain law and order within society by dealing with problems before they become crimes. Law enforcements goal of preserving the peace largely depends upon public cooperation and acceptance.

Law enforcement's crime prevention role tries to eliminate criminal situations and is considered a proactive role of law enforcement. Crime prevention is usually accomplished through high visibility within the community and includes activities such as working with juveniles, educating the public, and identification programs. Community policing was born from the idea of crime prevention where the need for law enforcement and citizens working together for the common goal of crime prevention.

Law enforcement officers protect citizen's rights under the guise of the United States Constitution and their own state constitution. The United States guarantees all citizen's regardless of their age, race, or social class equal protection under the law. Some people perceive protecting civil rights and civil liberties as the most important goal of law enforcement.

Several law enforcement agencies use the motto: “To Protect and Serve” and the first sentence of the *Law Enforcement Code of Ethics* reads: “As a law enforcement officer, my fundamental duty is to serve the community.” Law enforcement agencies provide a myriad of services to the community they serve such as registering vehicles, counseling, giving advice, and working with neglected children to name only a few. Because of law enforcement’s availability around the clock they are often times asked to perform certain duties that some people would consider inappropriate. The bottom line is that people who need help, get it. If a law enforcement officer is asked to provide help and they are unable, they should be able to make a referral to the correct agency or person (2006, p.118-123).

Law enforcement plays an important role in society but is basically a sedentary job unless the officer is assigned to the bike or foot patrol unit. Law enforcement is essentially driving in a patrol car or sitting behind a desk completing paperwork. There are also times when an officer needs to burst into action so the officer needs to be in good condition otherwise going from an inactive, sedentary state to a full sprint will be too much to handle (Strandberg, 2002).

The way in which law enforcement officers are represented in television shows and movies is not very accurate. About 80% of an officer’s time is spent carrying out patrol functions and completing paperwork. The other 20% is when the officer is actively involved in investigations, vehicle pursuits, using their firearm, and chasing suspects involved in criminal activity (Harr & Hess, 2006).

According to the United States Bureau of Labor Statistics Occupation & Training Handbook (2007), law enforcement officers have a great number of duties and tasks they are responsible for. These duties and tasks may depend on where the officer works as to what his/her duties and tasks are. Law enforcement officers who work in smaller communities perform a

variety of different tasks; whereas, officer's who work in a large metropolitan area may be specialized and only perform specific duties and tasks.

The United States Bureau of Labor Statistics Occupation & Training Handbook (2007) goes on to say that law enforcement work can be very dangerous and stressful at times. Much of an officer's job is responding to calls for service and completing paperwork, but they need to always be alert and ready to handle a number of threatening situations. A career in law enforcement may take a toll on an officer's private life as they witness death and suffering as part of their job.

Shift work is common and necessary in law enforcement because communities need protection 24 hours a day, seven days a week. In most jurisdictions, officers are expected to be armed and exercise their authority both on and off duty. Law enforcement officers are aided by physical fitness and participating in sports to help develop competitiveness, stamina, and agility. One of the qualifications to become a law enforcement officer is to be able to meet rigorous physical qualifications (U.S. Bureau of Labor Statistics, 2007).

According to a VTECS DIRECT e-Report (2006), a generalized duty and task inventory for a law enforcement officer includes:

- Performing Patrol Duties
- Performing Traffic Duties
- Investigating an Incident
- Performing Arrest Duties
- Performing Guard Duties
- Performing Clerical Duties
- Performing Emergency Functions

- Performing Defensive Tactics Functions
- Firing and Maintaining Weapons

Performing physically exerting tasks for a law enforcement officer doesn't happen often, but when they do happen and an officer is unable to perform these tasks, the consequences can be unfavorable at best, and even fatal. Hoffman and Collingwood (1995) cite a study conducted in 1992 by Wollack and Associates that showed if an officer inadequately performed a critical physical task it may have resulted in a failure to provide a needed service, property loss or damage, failure to apprehend a suspect, or possible loss of life or injury. This study shows that law enforcement officers need to perform well on physical tasks even though they occur infrequently. Hoffman and Collingwood likened utilizing infrequent critical physical tasks to an officer using his/her firearm. An officer may rarely, if ever, use their firearm but when called upon to use it, it is critical that their firearm skill is maintained.

Selection Criteria for Law Enforcement Officers

Since the time of August Vollmer (1876-1955) selection criteria has been used to screen out people who are "unfit" for police work. Policing has become increasingly difficult over time and the need for screening procedures to be more effective has become increasingly more important (Hunter, Barker, & Mayhall, 2008). Someone who decides to become a law enforcement officer most often has to participate in a selection process which is referred to as the multiple hurdle procedure. Even though the process can differ from one agency to another there are elements common to most processes (Wrobelski & Hess, 2006).

The multiple hurdle procedure for most law enforcement agencies usually includes: a written application, a written examination, a physical fitness or agility test, a psychological examination, an oral interview, a thorough background check, and a medical examination. These

steps may occur in different sequences but if an officer candidate fails at any point of the selection process they most likely fail the entire process and are no longer considered a candidate (Wrobelski & Hess, 2006).

One of the essential criteria and components of the selection process for a law enforcement officer is physical fitness because, at times, an officer's work can be physically and emotionally demanding. People who are considering a career in law enforcement need to enter the workforce in good physical shape (Harr & Hess, 2006). The Federal Bureau of Investigation (FBI) believes the physical fitness of a law enforcement officer is equivalent to their mental preparedness (Ebling, 2002).

The leading source of stress for adults in the United States is occupational pressures and fears. Stress in our society has been on the increase over the past decade and job stress has been associated with health concerns. Law enforcement officers have the second most stressful occupation in the United States (*Consumer Awareness Journal*, 2006).

Law enforcement officers have higher than average incidences of hypertension, heart disease, and lower back pain along with stress related emotional problems like anxiety, depression, and substance abuse. Stress acts as a disruption of homeostasis which occurs when there is enough muscle function within the body to maintain a healthy, stable, and balanced condition. Law enforcement officers can reduce stress through exercise and by being physically fit. Officers who workout regularly and are physically fit are better able to calm down after dealing with stress and are better prepared for the next stressful situation they encounter. Officer's will eventually breakdown both mentally and physically if they are unable to get back to normal after dealing with stress (Hoffman & Collingwood, 2005).

Employers seek officer candidates who are physically fit because they are aware of the reasons officers find it hard to stay in shape throughout their career. Employers do not want to hire someone who will make their police department look bad. If an officer candidate is physically fit it tells the employer that they are concerned about themselves and will project a positive image for the department (Harr & Hess, 2006).

One of the core concepts of being a professional is appearance. Professionals are expected to look the part by being fit and looking neat and well groomed (Relational Skills Advisory Committee, 2007). An officer's effectiveness is based partly on his/her professional image. A law enforcement officer will be judged partially by their physical appearance and their lifestyle which are directly connected to physical fitness (Hoffman & Collingwood, 2005).

The public expects a law enforcement officer to possess the physical ability to respond to a situation where force may be necessary and a degree of physical effort exerted. "They expect and deserve a fit officer because in a situation with injury and life and death consequences having those physical capabilities can minimize those threats" (Collingwood, Hoffman, & Smith, 2003, p. 49). An officer candidate's future in the criminal justice field and their life and the lives of people the officers are sworn to protect and serve depend on the physical fitness of the officer (Harr & Hess, 2006).

Physical Fitness Evaluations for Law Enforcement Officers

According to Harr and Hess, there is a common thread found in fitness standards that officer candidates will be tested in. They have found five general parameters officer candidates are faced with in the hiring process:

- Cardiorespiratory endurance or aerobic capacity
- Abdominal and lower back strength

- Muscular strength and endurance
- Flexibility
- Body composition

There are a wide variety of physical fitness tests that may be used but they are likely to measure: endurance, agility, flexibility, and strength (2006).

In *Fit for Duty: An Officer's Guide to Total Fitness*, Hoffman and Collingwood explain the measures of muscular endurance, cardiovascular endurance, muscular strength, agility, and flexibility as measurements of physical fitness as it relates to physical fitness tests law enforcement officers are tested in. Muscular endurance is how many repeated contractions a muscle can make without becoming fatigued. Muscular strength is simply how much force a muscle can generate. Muscular strength and endurance are involved in several law enforcement activities such as use of force situations, climbing, lifting, dragging, pushing, and pulling. Both muscular strength and endurance are important to a person's overall health because they help prevent injury, delay the onset of osteoporosis, and help prevent lower back pain. Cardiovascular endurance is when the body is placed into a position or activity that requires it to combine oxygen with its energy sources and is commonly referred to as aerobic power. Cardiovascular endurance is important in law enforcement situations that last longer than 2 consecutive minutes such as foot pursuits or use-of-force situations. There are many personal health benefits to having good cardiovascular endurance: it can reduce the risk of heart disease, reduce stress, and lower the risk for certain cancers to name just a few. Agility is a person's ability to make quick movements while sprinting. An agility run may be incorporated into the battery of tests officer candidates are required to perform. The agility run will measure coordinated movement and speed which is important for law enforcement officer's when moving quickly around obstacles in

pursuits or use-of-force situations. Flexibility is the range of motion of part of the body. The more flexible a person is the better able they are to perform a physical function. Some of the law enforcement activities that involve flexibility are getting out of the squad car, extracting someone from a vehicle, and any activity that requires bending and reaching. Injury prevention is closely related to flexibility because it reduces the chance of injury when going from a sedentary state to a period of rapid movement and it helps to reduce lower back pain (2005).

The physical fitness tests that are used in the hiring process are subject to the Federal Equal Employment Opportunity laws which are federal laws prohibiting job discrimination. There are six areas of federal law that deal with job discrimination: Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, or national origin; the Equal Pay Act of 1963 protects people who perform substantially equal work in the same establishment from sex-based wage discrimination; the Age Discrimination in Employment Act of 1967 protects individuals who are 40 years of age or older; Title I and Title V of the Americans with Disabilities Act of 1990 prohibits employment discrimination against qualified people with disabilities in the private sector, and in state and local governments; Sections 501 and 505 of the Rehabilitation Act of 1973 which prohibits discrimination against qualified individuals with disabilities who work for the federal government; and the Civil Rights Act of 1991 which provides monetary damages in cases of intentional employment discrimination (USA.gov, 2004).

The United States Equal Employment Opportunity Commission which is also known as the EEOC, is responsible for the oversight and coordination of all federal equal employment opportunity regulations, practices, and policies in the United States. They are the enforcement

agency of the Federal Equal Employment Opportunity laws which were mentioned above (USA.gov, 2004).

According to Uniformguidelines.com, there were a set of Uniform Guidelines on Employee Selection Procedures adopted on August 25, 1978 by the EEOC (29 CFR 1607). These guidelines were set up to provide a uniform set of principles to govern the use of employee selection procedures to be consistent with legal standards which are accepted by the psychological profession and ones in which the government apply and use. Law enforcement agencies are subject to these guidelines and they are applied to selection procedures when making employment decisions like hiring (Bindle Consulting Group, Inc., 2008).

According to Thomas Collingwood et al, the Uniform Guidelines for Employee Selection Tests require that, in order for physical fitness tests to be considered valid, they must be job related. The physical fitness tests and standards need to be a predictor of performing essential job functions and tasks (Collingwood, Hoffman, & Smith, 2004).

The Uniform Guidelines recognize three validation methods; criterion-related validity, content validity, and construct validity. Criterion-related validity is when a statistical relationship is established between scores on a selection procedure and job performance of a sample of workers in a profession. Content validation is a selection procedure that is representative of important aspects of performance on the job. Construct validation demonstrates that a selection procedure measures a construct (an underlying characteristic), and the construct is important for successful job performance (Bindle Consulting Group, Inc., 2008).

Citing a study conducted by Collingwood et al as noted in *Police Chief Magazine* in 2004, data was collected over a 15 year period and it was documented that aerobic and anaerobic power, strength, flexibility, explosive power, and agility are specific to task performance for law

enforcement officers. The data was collected from 34 physical performance validation studies that included over 5,500 officers that represented 75 federal, state, and local law enforcement agencies. Each of the 34 studies followed the same procedures which determined the physical tasks of the job and identified which physical fitness areas predicted safe and effective performance of those tasks. Results from the studies showed which physical fitness areas were underlying and predictive factors determining a law enforcement officer's capability to perform essential physical tasks. These areas of fitness can predict an officer candidate's capability to perform physical tasks that are essential for law enforcement officers (Collingwood, Hoffman, & Smith, 2004).

Job task analysis data for law enforcement officers was analyzed in the study conducted by Thomas Collingwood, Robert Hoffman, and Jay Smith (2004), in which the most critical and frequent physical duties and tasks of a law enforcement officer were identified. The frequent and critical physical tasks were: walking, running short and long distances, running up and down stairs, running over uneven terrain; light, medium, and heavy lifting and carrying, jumping and vaulting over obstacles, climbing stairs and climbing over fences, dodging and crawling under or through obstacles, dragging objects, pushing heavy objects, bending and reaching, using restraining devices, self defense using hands and feet, and short and long term use of force.

Job task simulation scenarios were used as the criterion test measures. In each of the 34 studies, agencies subject matter experts reviewed the job tasks analysis data and created simulation scenarios. Each study's subject matter experts independently agreed what the most critical and frequent physical tasks were and created the simulation scenarios. The most critical and frequent tasks were placed into three events and compared across all 34 studies. The first event was roadway clearance which involved lifting, carrying and dragging debris, and pushing a

car. The second event was victim extraction which involved sprinting to a disabled vehicle, lifting and dragging a dummy to safety. The third event was a sustained foot pursuit which involved running up stairs, dodging, jumping and climbing a fence, crawling and vaulting obstacles, striking and moving a dummy, and simulated handcuffing using resistance bands (Collingwood, Hoffman, & Smith, 2004).

Collingwood et al had the subject matter experts and the officers who were tested evaluate the realism for each scenario to make sure the job task simulation tests were realistic representations of what officers truly do on the job. About 95% of the officers stated that they had themselves performed the scenario on the job or would be expected to perform the simulated task. The officer ratings, along with the job task analysis data, provided validation that the scenarios were a true representation of physical tasks officers perform and therefore the tests have content validity as well as the aforementioned criterion validity (Collingwood, Hoffman, & Smith, 2004).

The physical fitness areas and subsequent tests identified by Collingwood et al from their study that were accepted as valid measures of physical fitness by the EEOC are: 1RM bench press, vertical jump, sit ups, push ups, sit and reach, 1.5 mile run, 300 meter run and the Illinois agility test.

“The 34 physical fitness standard validation studies indicated that certain physical fitness areas are the underlying and predictive factors or physical abilities that determine a law enforcement officer’s capabilities to perform essential physical tasks” (Collingwood, Hoffman, & Smith, 2004, p. 6). They are:

- Aerobic power – 1.5 mile run
- Anaerobic power – 300 meter run

- Upper body absolute strength – 1RM bench press
- Upper body muscular endurance – push-up test
- Abdominal muscular endurance – one-minute sit-up test
- Explosive leg power – vertical jump
- Agility – Illinois agility run

Collingwood et al stated that there were 3 implications that law enforcement agencies can take from their study. Agencies should test officer candidates in the above listed areas to check performance of essential physical tasks of the job, standards should be developed to be used with officer candidates, and training programs should be implemented for current officers to maintain personal conditioning throughout their career (2004).

Trends in Employment for Law Enforcement Officers

In 2006 about 861,000 jobs were held by law enforcement officers in the United States, about 79% worked for local governments, 11% for state agencies, and about 7% for federal agencies. Employment for law enforcement agencies is expected to grow at a rate of 11% from 2006 to 2016 which is considered an average rate when compared to other occupations. Government spending will determine the level of employment for law enforcement so the number of job opportunities may vary from year to year (U.S. Bureau of Labor Statistics, 2007).

Every year the Federal Bureau of Investigation (FBI) collects information on law enforcement officers who were killed in the line of duty both feloniously and accidentally. The year 2007 is the most recent year the statistics were available. In 2007, there were 57 officers feloniously killed and 59,201 officers assaulted. Comparing those numbers to those of ten years prior, 1997, 65 officers were feloniously killed and 49,151 officers were assaulted. The number of officers killed has stayed relatively stagnant, but the number of officers assaulted has

increased. In 1997, 10.9 assaults occurred per 100 officers compared with 2007, when 11.4 assaults occurred per 100 officers. The number of officers assaulted has increased over the last ten years (U. S. Department of Justice, 2008).

In an August 25, 2008 article on Forbes.com, law enforcement was considered to be the 10th most dangerous job in the United States. The public information officer of the International Union of Police Associations stated that society has become increasingly more violent.

The amount of people in prison is proportionately higher than it ever has been in our nation's history. The country with the highest incarceration rate in the world is the United States. Out of every 100,000 people in the United States about 500 are incarcerated. As recently as the 1980's that number has been about 100 per 100,000 people (Sawan & Knutsen, 2004). Between 1995 and 2000, the number of people in the Wisconsin state prison system doubled from 10,551 to 20,555. In the same time frame, the number of people who were involved in intensive sanctions (probation, parole or electronic monitoring) also doubled, from 31,706 to 63,840 (Wilayto, 2000).

Chicago Police Department's Superintendent, Jodi Weis, says that staying fit helps officers do their job better and officers will have a better chance of surviving life-threatening injuries. Officers need to develop a mindset that taking care of themselves, being fit, being nutritionally sound, and being as healthy as they can is what they need to be a police officer. Weis wants the officers in the Chicago Police Department to create a holistic approach to their health. He wants to create a mandate for his officers to be physically fit. He believes that the American public wants and expects law enforcement officers to be in shape (Spielman & Sweeney, 2008). Maintaining fitness is important for law enforcement officers. On average,

officers die at the age of 66. Officer's have higher incidences of obesity/diabetes, elevated blood pressure, LDL cholesterol, and stress levels (Zagaria, 2007).

The Davis County Utah Sheriff's Department has a mandatory physical fitness test that their officers must pass yearly. If they meet a certain fitness level they are given extra time off as an incentive to be in good physical fitness shape. Their yearly test has five events that the officers must pass. They are required to run 1.5 miles in 16 minutes, bench press 70% of their body weight 1 time, complete 30 sit-ups in one minute, 25 push-ups without stopping, and have a vertical jump of 13 inches (Dougherty, 2008).

The sheriff of Alameda County Sheriff's Department in California set up a voluntary fitness challenge for his deputies. They were tested in speed, fitness, endurance, and different law enforcement skills. Sheriff Greg Ahern believes that it's important for law enforcement officers to be physically fit and practice their skills. He put the voluntary fitness challenge together based on what he perceived were job related tasks his officers perform as part of their duties. The fitness challenge included shooting targets, pushing a vehicle, completing an Emergency Vehicle Operators Course, an obstacle course which included dragging a 150 pound dummy, and finished by running up and down a huge hill (Gokhman, 2007).

The Los Angeles Police Department took an innovative step and hired a department dietitian, Rana Parker, in July 2007. She is mostly targeting police recruits with her efforts of instilling good eating habits because the department recognizes the rigors of law enforcement make it hard to find time for balanced meals. Law enforcement officers work long hours and find themselves on the go which makes it hard to eat right and stay in shape. Parker said, "They may be sitting in a car and all of a sudden they need to sprint, which might lead to a fight. They need to be in good shape so their body can handle that kind of stress" (Mohajer, 2008, p. 1).

Physically fit officers are more confident, project strength, and give the department a good image. A suspect might think twice about trying to outrun an officer who is physically fit (Mohajer, 2008).

Legal Issues of Physical Fitness for Law Enforcement Officers

Law enforcement officers come in contact with people in several different contexts. Some of the contacts are ordinary social or business contacts but some require the officer to give orders, direct a person's movement, and take someone into custody. An officer's goal is always to gain voluntary compliance but there are times when this is not the case. Physical force is sometimes used to gain control and accomplish the objective (Tactical Skills Advisory Committee, 2007).

The government entity, police or sheriff departments, that an officer is employed by is responsible for properly training their employees and may be held liable if they fail in that regard (Donald R. Parker, et al v. District of Columbia, 1988). In most cases, before a person is hired as a law enforcement officer, they attend the law enforcement academy. The academy is 520 hours long (13 weeks) and is filled with a wide variety of topics like Ethics, Professional Communications, Firearms, Emergency Vehicle Operation, Vehicle Contacts, etc (Halbleib, 2009).

One of the courses included in the law enforcement academy is Defense and Arrest Tactics (DAAT). In DAAT the recruits learn when and how to use physical force to control people. Psychomotor skills are used in DAAT training and the recruits spend a considerable amount of time physically practicing the techniques and learning the skills. Officers are trained in DAAT before becoming a certified law enforcement officer. Once a person is hired by an

agency, it's up to the agency to provide training to properly carry out an arrest (Tactical Skills Advisory Committee, 2007).

Training an officer is the responsibility of the agency they are employed by or the agency may be held liable. Lawsuits involving a law enforcement officer's physical fitness may arise from deliberate indifference. In the case of law enforcement agencies, deliberate indifference is when a law enforcement agency acted with enough disregard that the consequences of their actions were obvious. If there is a pattern of constitutional violations by officers this may indicate improper training or a lack of training. Deliberate indifference may also take place when the law enforcement agency's administration continues with a training program they knew or should have known would fail to stop violations from reoccurring (King, 2005).

When a law enforcement officer violates a person's constitutional rights, the plaintiff may look at something the agency could have done to prevent the incident. If the alleged incident involves the use of force by an officer, the plaintiff may state that the incident could have been avoided by a better training program. The focus is on the training program and how it relates to the task(s) the officers are required to perform. The plaintiff must make a case that the law enforcement agency either was or should have been aware that the training was inadequate and didn't do much or do anything about the problem (King, 2005).

The most resounding case involving physical fitness of a law enforcement officer and deliberate indifference is Donald R. Parker, et al v. District of Columbia. On November 15, 1982 officers William Hayes and Ronnie Motley were looking for Don Parker who was wanted on a felony warrant for armed robbery. The officers located Parker in a vehicle and when Officer Hayes tried to remove Parker from the vehicle he was unable to. Officer Hayes then shot Parker twice causing serious and permanent injury. In 1988, a jury awarded Parker approximately

\$425,000 in damages (Donald R. Parker, et al v. District of Columbia, 1988). This is equivalent to approximately \$774,000 today (Officer & Williamson, 2009).

The court said that,

Officer Hayes' general physical training and, specifically, his disarmament training ...illustrates deliberate indifference to adequate training...Officer Hayes simply was not in adequate physical shape. This condition posed a foreseeable risk of harm to others...The unreasonable use of deadly force was an immediate cause of such harm...He resorted to the use his gun because he was unable physically to subdue Mr. Parker by less drastic means; his physical condition was deficient because the District was deliberately indifferent to his physical training program" (1988, p. 5).

Current Criminal Justice Curriculum at CVTC

Chippewa Valley Technical College (CVTC) is one of 16 technical colleges in the state of Wisconsin and serves an 11 county area in western Wisconsin. The 11 counties served by CVTC are Buffalo, Chippewa, Clark, Dunn, Eau Claire, Jackson, Pepin, Pierce, Taylor, Trempealeau, and part of St. Croix County. Chippewa Valley Technical College has ten centers located throughout the district in the cities of Eau Claire, Chippewa Falls, Menomonie, River Falls, and Neillsville. The total credit students per year is approximately 7,000 (College, 2008). The total population of the district served by CVTC is approximately 362,000 (U.S. Census Bureau, 2009).

Chippewa Valley Technical College is governed by a nine member board who serve three year staggered terms. A committee consisting of the county board chairpersons of the counties belonging to the CVTC district appoints three members every year. The CVTC District Board is comprised of two employers, two employees, three additional members, one school district

administrator, and one elected official who holds a state or local political office. Included in their various responsibilities are establishing all college policies and procedures (Chippewa Valley Technical College, 2009).

The mission of CVTC is to deliver superior, progressive technical education that improves the lives of students, meets the work force needs of the region, and strengthens the larger community. The vision of CVTC is that the college will be a dynamic community partner dedicated to adding value through learning and student success (College, 2008).

Chippewa Valley Technical College is a member of the American Association of Community and Junior Colleges and of the North Central Association of Colleges and Schools. Chippewa Valley Technical College is accredited by the Higher Learning Commission. The administrative staff has the right to change curricula, regulations, and course offerings which are made in the best interest of the student body to update and improve programs and services (College, 2008).

Chippewa Valley Technical College offers 31 different Associate Degree programs (The Higher Learning Commission). The Criminal Justice program at CVTC is offered in Eau Claire and River Falls and is a two year program. Criminal Justice coursework prepares the students in both theoretical and practical information related to meeting the challenges of our changing society. The program prepares students for positions as a police officer, deputy sheriff, correctional officer, security positions, and private investigation agencies (College, 2008). Upon completion of their degree, students will be able to enter the workforce, the Law Enforcement Academy in advanced standing, or continue their education at a four year institution with an articulation agreement.

The Criminal Justice program is headed by Education Director, Judi Anibas. The instructional staff includes 6 full-time instructors who teach in the Criminal Justice Associate Degree program and several adjunct instructors are used as needed. Five members of the instructional staff are current or former members of police and sheriff departments, as well as being certified instructors through the state of Wisconsin Department of Justice. The sixth member of the full-time staff is a currently licensed lawyer in the State of Wisconsin.

The learning environment of the criminal justice program includes a variety of traditional classroom and hands-on activities. Two campuses are used to hold criminal justice classes, River Falls and the Emergency Service Education Center (ESEC) located on the Eau Claire – West Campus. Facilities available for use include:

- Classrooms
- Full size Simulated Credit Union
- Full size Simulated Residential House
- Emergency Vehicle Operators Course
- Indoor Firearms Range

The Criminal Justice Associate Degree at CVTC consists of a minimum requirement of 67 credits of which 24 are general education. The remaining 43 credits are split between 37 credits in Technical Courses (Criminal Justice) and 6 credits in Elective Courses (Chippewa Valley Technical College, 2009). The Technical Courses currently offered are:

- Introduction to Criminal Justice
- Criminal Law
- Community Policing
- Traffic Theory

- Juvenile Law
- Introductions to Corrections
- Criminal Justice Ethics
- Police Report Writing
- Professional Communications
- Constitutional Law
- Patrol Procedures
- Criminal Investigation Theory

In an interview with Judi Anibas (2009), the Education Director of Emergency Services and Transportation Education at Chippewa Valley Technical College (CVTC), she stated that the criminal justice department is considering adding a fitness component to their curriculum to help prepare their graduates for the physical agility portion of the hiring process that students may face when applying for a position in law enforcement. According to Anibas, the Law Enforcement Advisory Committee met on June 25, 2008 and raised concerns about the readiness of the criminal justice graduates for the hiring process. Among other suggestions, they were in agreement that a fitness component should be included in the curriculum. There is currently no active fitness component to the criminal justice curriculum at CVTC.

There are criminal justice degree programs offered in 15 of the 16 technical colleges in the Wisconsin Technical College System (WTCS). One third of the programs have a physical fitness course included in their curriculum. Fox Valley Technical College in Appleton has a one credit elective course entitled Law Enforcement Physical Fitness. This course assesses the students' fitness abilities and provides a fitness program which is aimed at the students' performance in the physical fitness assessment during the hiring process (Fox Valley Technical

College, 2006). Lakeshore Technical College in Cleveland has a three credit required course entitled Healthy Lifestyle for Law Enforcement. This course prepares students in dealing with the stress of the law enforcement profession through physical exercise, nutrition, and living a healthy lifestyle (Lakeshore Technical College, 2008). Milwaukee Area Technical College has a two credit elective course entitled An Active Approach to Wellness and Fitness. This course exposes the students' to physical fitness, exercise, nutrition, and stress management (Milwaukee Area Technical College, 2009). Northeast Wisconsin Technical College in Green Bay has a one credit required course entitled Police-Nutrition/Fitness. This course introduces the student to fitness targeted at the law enforcement professional (Northeast Wisconsin Technical College, 2008). Southwest Technical College in Fennimore has a two credit required course entitled Personal Fitness. This course teaches the student how to maintain personal fitness throughout their career in law enforcement by developing exercise routines and formulating nutritional plans (Southwest Technical College, 2008).

Summary

A majority of a law enforcement officer's job is driving in a police vehicle, filling out paperwork, and completing various patrol functions. There are also times when an officer chases and grapples with suspects and the job becomes very physical. Officers have to be able to spring into action on a moment's notice from a sedentary state.

One of the components involved in the hiring process for law enforcement officers is physical fitness. Law enforcement departments are looking for officer candidates who are physically fit because they are aware of what typically happens to officers throughout their career. The public also expects and relies on officers to be able to use physical force when necessary.

There are many different types of physical fitness tests that may be used but they need to be job and task specific to law enforcement. Most often these tests will measure an officer candidate's endurance, strength, agility, and flexibility. These tests are considered valid measures of an officer's job.

Many law enforcement departments throughout the country have developed and incorporated a philosophy of physical fitness as the dangers of law enforcement have increased. The prison population is increasing in the United States as well as the number of assaults on law enforcement officers. Department's are offering wellness incentives, voluntary fitness challenges, and emphasizing the importance of nutrition in the hopes of developing physically fit officers.

Chippewa Valley Technical College is dedicated to meeting the work force needs of the region and providing progressive education which will improve the lives of their students. Several colleges in the WTCS have a fitness component. The Criminal Justice program at CVTC does not have an active fitness component in the current curriculum to help the students prepare for the physical fitness testing they may encounter in the hiring process and to help maintain and improve their fitness throughout their career.

Chapter III: Methodology

Introduction

Most professional police and sheriff departments require officer candidates to pass some type of physical agility test as part of the application process. The tests are job related physical tasks and abilities officers need to possess during the application process and throughout their career to be an effective officer. A curriculum change is being considered in the criminal justice department at CVTC to include a fitness component. The criminal justice curriculum at Chippewa Valley Technical College educates students academically but currently no emphasis is placed on preparing them physically for the fitness portion of the application process.

The purpose of this study was to conduct a needs assessment to see if fitness should be included in the criminal justice curriculum to better prepare students for the law enforcement application hiring process. A task analysis was also completed to determine what fitness content would be included in the curriculum in the criminal justice department at Chippewa Valley Technical College if it was found to be needed.

The research questions that were addressed during the study are as follows:

1. In what ways is an officer candidate's physical fitness level important to law enforcement employers?
2. In what ways is physical fitness testing prior to employment an important issue to law enforcement employers?
3. How important is it to law enforcement employers that an officer candidate exercises regularly?

4. How important is it to law enforcement employers that an officer candidate be physically fit in all areas of fitness?
5. What specific characteristics of physical fitness do law enforcement employers find important?
6. Are there any differences between police and sheriff departments with respect to physical fitness testing?
7. What would the content of fitness curriculum be if it were to be included in the criminal justice department at CVTC?

Research Design

The instrument used to gather the data needed was presented in a survey. A survey was found to work best to gather information using a Likert scale. Police and sheriff administrators were asked to respond to statements regarding physical fitness testing as it relates to the hiring process for law enforcement candidates.

Survey Variables

There are several physical fitness tests that may be used in the law enforcement hiring process. After reviewing several agency tests (Menomonie P.D., Eau Claire P.D., Wisconsin State Patrol, Oshkosh P.D., and Beloit P.D.) and referring to *Fit for Duty: An Officer's Guide to Total Fitness* by Hoffman and Collingwood, 2005, the physical fitness tests used in the law enforcement hiring process can be placed into seven categories.

The first category was cardiovascular endurance tests used which may consist of a one mile run, a 1.5 mile run, or a 12 minute Cooper run. The second category was anaerobic tests which consisted of a vertical jump and the 300 meter run. The third category was tests involving muscular endurance which were identified as sit ups or push ups. The fourth category was tests

involving muscular strength such as the bench press. The fifth category was tests involving agility identified as the Illinois agility run or their own department's agility run. The sixth category was tests involving flexibility such as the sit and reach test. The seventh category was tests measuring body composition such as skinfold caliper testing or body mass index (BMI).

The size of the department was also taken into consideration as this may have had an impact on the person completing the survey. Smaller departments may not have the resources necessary to conduct physical fitness testing or the person in charge of hiring may not have the expertise to conduct physical fitness testing as part of the hiring process whereas, larger departments may have access to fitness facilities and may employ personnel who possess the expertise in conducting fitness testing. Also taken into consideration was whether the person completing the survey was from a sheriff or police department.

Population and Sample

The subjects used in this research were administrators of police and sheriff departments in the 11 county service area of Chippewa Valley Technical College. The 11 counties were used because the CVTC criminal justice department received input from the advisory committee stating that the criminal justice graduates were not prepared for the hiring process, in particular, they were unprepared for the interview and the physical agility portion of the process. The advisory committee is mostly made up of individuals who represent law enforcement agencies in CVTC's 11 county service area. There are no law enforcement agencies on the advisory committee from outside the CVTC service area. There were 75 departments included in this survey group, 11 sheriff departments and 64 police departments. All 75 departments were sent a survey which was to be completed by the head of the department.

The departments were located in Buffalo, Chippewa, Clark, Dunn, Eau Claire, Jackson, Pepin, Pierce, Taylor, Trempealeau, and part of St. Croix County. The list of police and sheriff departments was obtained from the Municipal/County Listing under the Law Enforcement Directory on the Wisconsin Law Enforcement Network or wilenet.org. This list was then checked with the Agency Listing in the Law Enforcement Directory on wilenet.org to obtain the department's address and administrator's information. The person listed as the head of all 11 county sheriff departments was a sheriff who was the target population for completing the survey. The person listed as the head of the 64 police departments was usually the chief of police. A few of the police departments had an officer or constable listed as the head of the department if it was a smaller agency.

Instrumentation

The purpose of the instrument was to determine how important law enforcement employers think an officer candidates: (1) fitness level is, (2) physical fitness testing prior to employment is, (3) regularity of exercise is, and (4) specific characteristics in categories of physical fitness are. A 2 x 2 matrix was created to test the survey questions with the research questions for content validity (Appendix A).

The survey instrument consisted of a questionnaire (Appendix B) that included a 5 point Likert scale. The Likert scale identified 1 as strongly disagree, 2 as disagree, 3 as unimportant, 4 as agree, and 5 as strongly agree. There were 11 statements on the survey that were broken down into several subsections. Each subsection related to its original statement.

A demographic section was also included on the survey identifying size of the department, size of the jurisdiction the department serves, and whether it is a police or sheriff

department. Police and sheriff administrators were asked to complete the survey for their department.

A pilot survey was completed which consisted of 16 statements. The first four statements utilized a 5 point Likert scale as mentioned above. Statement 1 asked the respondent how physical fitness relates to a law enforcement officers (a) professional appearance, (b) being an agency representative, and (c) public perception. Statement 2 asked the respondent how physical fitness testing prior to employment is (a) an indicator of future job performance, (b) an indicator of overall health, and (c) an important part of the hiring process. Statement 3 asked the respondent if the officer candidate should do the following exercises on a regular basis (a) cardiovascular, (b) anaerobic, (c) muscular endurance, (d) muscular strength, and (e) flexibility. Statement 4 asked the respondent if the curriculum in the criminal justice program at CVTC should include (a) cardiovascular endurance, (b) anaerobic training, (c) muscular endurance, (d) muscular strength, and (e) flexibility training.

Question 5 on the pilot survey was an open ended question which asked the respondent what they felt the most important characteristic of physical fitness was with respect to law enforcement candidates. Question 6 asked the respondent if their department had a physical fitness test as part of the hiring process and if they didn't they were directed to proceed to item 14.

The respondents were asked to choose all that apply when answering questions 7 through 13 which dealt with the seven categories of physical fitness testing: cardiovascular endurance, anaerobic power, muscular endurance, muscular strength, agility, flexibility, and body composition. Question 14 asked if the respondent worked for a police or sheriff department. Question 15 asked the respondent how many sworn officers were employed by the department

and question 16 asked the respondent how big the population is the department serves. Refer to Appendix C for the pilot survey used.

The survey instrument was pilot tested with Wendy Stelter, Lieutenant, Menomonie Police Department. Stelter was used because: (1) she has been an officer with the Menomonie Police Department for 27 years, (2) she has been actively involved in the law enforcement hiring process for about the past 15 years, and (3) she has been involved in law enforcement training for about 20 years. The survey instrument was also pilot tested with Eric Anderson. Anderson was used because: (1) he has 13 years experience as a law enforcement officer with the Madison Police Department, (2) he has taught in the field of law enforcement for 12 years, (3) he was actively involved in the hiring process for about 10 years, and (4) he has been an instructor/departments chair in the criminal justice department at CVTC for the past three years. Their input was used to measure the content of the survey.

The feedback received from both Lt. Stelter and Eric Anderson on the first four statements was positive. They both felt the Likert scale was easy to understand and use. They both stated that question 5 was difficult to answer. They didn't know exactly what was being asked as the question referred to a "characteristic" of physical fitness. They felt it was too open ended and open to too much interpretation. They both stated questions 6 through 16 were easy to answer.

The pilot survey was also sent to Ms. Susan Greene at the University of Wisconsin-Stout Budget, Planning and Analysis department for input. Ms. Greene suggested rephrasing questions 7 through 13 which were worded as choose all that apply. She stated that when choose all that apply is used the ability to determine which type of test is preferred or used more frequently than

another is lost. She suggested the respondents rate the frequency of each test used and rate how strongly they would consider using a specific test.

Based on the feedback by Ms. Greene, Lt. Stelter, and Eric Anderson the pilot survey was revised to reflect the variables in the study on a Likert scale except for the demographic information. The final survey that was developed and used had 11 statements with several sub categories in each totaling 36 Likert questions. The first four statements stayed the same while questions 5 and 6 were eliminated from the pilot study. Questions 6 through 11 on the final survey were placed on a Likert scale and asked the respondent their feeling about certain tests used or considered using in each of the seven physical fitness categories previously mentioned. Questions 12, 13, and 14 were the demographic questions. See Appendix B for the survey that was mailed to the police and sheriff departments.

The final questionnaire was printed on six different colored pieces of paper: white, gray, ivory, blue, green and yellow. The questionnaires were given to Marisa Young, the Office Assistant in the criminal justice department at CVTC. She was asked to pick the one that was the most pleasant to look at from a color and presentation perspective. She chose ivory as the most pleasant and blue was her second choice. The first surveys mailed out were placed on ivory paper and the second surveys were placed on blue paper.

Data Collection

A cover letter (Appendix D) was created and sent with the survey to the 75 police and sheriff departments. The cover letter explained the importance of the survey and its intent. The cover letter, a questionnaire, and a self addressed stamped envelope were included in the mailings to all departments. The surveys were mailed on Monday, May 18, 2009 and the respondents were given one week to complete and return the survey by Wednesday, May 27,

2009. A follow up letter (Appendix E) along with another questionnaire and self addressed stamped envelope were mailed on Tuesday, May 26, 2009 to the departments who had not returned their survey. They were asked to return the survey by Wednesday, June 3, 2009.

The results of the survey were placed on a spread sheet created by Ms. Greene of the Budget, Planning and Analysis Department at University of Wisconsin-Stout, Menomonie, Wisconsin for analysis.

Data Analysis

A 5 point Likert scale was used for statements 1 – 11. There were several subsections under each statement on the survey instrument totaling 36 statements. In this section of the survey a mean and standard deviation was calculated for each of the 36 items. A comparison was then calculated between the Likert questions and police and sheriff departments. This was done to determine if there was a difference in philosophies between police and sheriff departments as it relates to physical fitness testing during the hiring process with officer candidates and what the curriculum might include at CVTC.

A comparison was also calculated between the Likert questions and the size of the department and the size of the jurisdiction the department serves. This was done to determine if the size of the department and the size of the jurisdiction made a difference in the importance of physical fitness testing with officer candidates during the hiring process and what they felt the curriculum might include at CVTC.

Chapter IV: Findings

Introduction

Most professional police and sheriff departments require officer candidates to pass some type of physical agility test as part of the application process. The tests are job related physical tasks and abilities officers need to possess during the application process and throughout their career to be an effective officer. A curriculum change is being considered in the criminal justice department at CVTC to include a fitness component. The criminal justice curriculum at Chippewa Valley Technical College educates students academically but currently no emphasis is placed on preparing them physically for the fitness portion of the application process.

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The departments were located in Buffalo, Chippewa, Clark, Dunn, Eau Claire, Jackson, Pepin, Pierce, Taylor, Trempealeau, and part of St. Croix County. The list of police and sheriff departments was obtained from the Municipal/County Listing under the Law Enforcement Directory on the Wisconsin Law Enforcement Network or wilenet.org. This list was then checked with the Agency Listing in the Law Enforcement Directory on wilenet.org to obtain the department's address and administrator's information. The person listed as the head of all 11 county sheriff departments was a sheriff who was the target population for completing the survey. The person listed as the head of the 64 police departments was usually the chief of police. A few of the police departments had an officer or constable listed as the head of the department if it was a smaller agency.

Data Collection

A cover letter (Appendix D) was created and sent with the survey to the 75 police and sheriff departments. The cover letter explained the importance of the survey and its intent. The cover letter, a questionnaire, and a self addressed stamped envelope were included in the mailings to all departments. The surveys were mailed on Monday, May 18, 2009 and the respondents were given one week to complete and return the survey. A follow up letter (Appendix E) along with another questionnaire and self addressed stamped envelope were

mailed on Tuesday, May 26, 2009 to the departments who had not returned their survey. They were asked to return the survey by Wednesday, June 3, 2009.

There was a return rate of 79% (58 out of 73 surveys returned) in this study. A total of 75 law enforcement agencies were mailed a survey and 58 responded by mailing a completed survey back. It was found that 2 of the police departments that were sent surveys no longer exist. The Pigeon Falls town clerk called and stated their police department dissolved and they now contract with the Whitehall Police Department for their law enforcement services. The post office returned the envelope from the Wheeler Police Department stating there was no such office anymore.

The results of the survey were placed on a spread sheet created by Ms. Greene of the Budget, Planning and Analysis Department at University of Wisconsin-Stout, Menomonie, Wisconsin for analysis. In a meeting with Ms. Greene on Thursday, June 18, 2009 data analysis was discussed. A decision was made to calculate frequency of the Likert scale responses, mean, and standard deviation for each statement. A comparison was also made between police and sheriff department responses so a T-test could be calculated (Appendix F).

Data Analysis

A 5 point Likert scale was used for statements 1 – 11. There were several subsections under each statement on the survey instrument totaling 36 statements. In this section of the survey a mean and standard deviation was calculated for each of the 36 items. A comparison was then calculated between the Likert questions and police and sheriff departments. This was done to determine if there was a difference in philosophies between police and sheriff departments as it relates to physical fitness testing during the hiring process with officer candidates and what the curriculum might include at CVTC.

A comparison was also calculated between the Likert questions and the size of the department and the size of the jurisdiction the department serves. This was done to determine if the size of the department and the size of the jurisdiction made a difference in the importance of physical fitness testing with officer candidates during the hiring process and what they felt the curriculum might include at CVTC.

Research Question 1. The first research question in this study addressed what ways an officer candidate's physical fitness level was important to law enforcement employers. The first statement and its three sub categories on the survey related to the first research question: Physical fitness of a law enforcement officer relates to (A) professional appearance, (B) being an agency representative, and (C) public perception. Results are shown in Table 1 below.

Table 1

Physical Fitness of a Law Enforcement Officer

Statement 1	1	Likert Scale Frequency				Mean	SD
		2	3	4	5		
A	0	0	2	24	32	4.517	0.569
B	0	2	4	30	22	4.241	0.732
C	0	0	1	25	32	4.534	0.536

Almost all police and sheriff departments agree and strongly agree that professional appearance (mean 4.52, SD .57), being an agency representative (mean 4.24, SD .73), and public perception (mean 4.53, SD .54) relates to physical fitness of a law enforcement officer. The mean score for all 3 sub categories of statement 1 was well over 4 on the rating scale with standard deviation well below 1.0 indicating agreement of all respondents.

Research Question 2. The second research question in this study addressed what ways physical fitness testing prior to employment was an important issue to law enforcement employers. The second statement and its 3 sub categories on the survey related to the second research question: Physical fitness testing prior to employment for law enforcement officer candidates is (A) an indicator of future job performance, (B) an indicator of overall health, and (C) an important part of the hiring process. Results are shown in Table 2 below.

Table 2

Physical Fitness Testing Prior to Employment

Statement 2	Likert Scale Frequency					Mean	SD
	1	2	3	4	5		
A	1	11	13	28	5	3.431	0.957
B	0	2	5	34	17	4.137	0.712
C	0	2	11	35	10	3.913	0.707

The respondents were undecided regarding physical fitness testing prior to employment as being an indicator of future job performance (mean 3.43, SD .96); but the respondents seemed to agree that physical fitness testing prior to employment was an indicator of the overall health of the officer candidate (mean 4.14, SD .71) and an important part of the hiring process (mean 3.91, SD .71). The mean score for sub category A of statement 2 was 3.4 with a standard deviation close to 1.0 meaning there was some disagreement within the respondents. The mean score for sub categories B and C of statement 2 were close to 4 on the rating scale with a standard deviation well below 1.0 indicating agreement of all respondents.

Research Question 3. The third research question in this study addressed how important it is to law enforcement employers that an officer candidate exercise regularly. The third statement and its five sub categories on the survey related to the third research question: A law enforcement candidate should do the following exercises on a regular basis, 3-5 times per week (A) Cardiovascular e.g. running, (B) Anaerobic e.g. sprinting and jumping, (C) Muscular Endurance e.g. sit ups and push ups, (D) Muscular Strength e.g. weight lifting, and (E) Flexibility e.g. stretching. Results are shown in Table 3 below.

Table 3

Exercising Regularly for Officer Candidates

Statement 3	Likert Scale Frequency					Mean	SD
	1	2	3	4	5		
A	0	4	9	31	14	3.948	0.826
B	0	6	17	31	4	3.569	0.775
C	0	3	10	35	10	3.897	0.742
D	0	8	12	29	9	3.672	0.906
E	0	2	6	35	15	4.086	0.708

The respondents seemed to agree that exercising regularly in the areas of cardiovascular exercise (mean 3.95, SD .83), anaerobic exercise (mean 3.57, SD .76), muscular endurance exercise (mean 3.90, SD .74), muscular strength exercise (mean 3.67, SD .91), and flexibility exercise (mean 4.09, SD .71) is important to a law enforcement candidate. The mean score for all five sub categories of statement 3 were between 3.6 and 4.1 on the rating scale with a standard deviation below 1.0 indicating agreement of all respondents.

Research Question 7. The seventh research question in this study addressed what the content of the fitness curriculum would be if it were included in the criminal justice program at CVTC. The fourth statement and its five sub categories on the survey related to the seventh research question: Curriculum in the criminal justice program at CVTC should include (A) Cardiovascular endurance, (B) Anaerobic training, (C) Muscular endurance, (D) Muscular strength, and (E) Flexibility training. Results are shown in Table 4 below.

Table 4

Fitness Curriculum in the Criminal Justice Department at CVTC

Statement 4	Likert Scale Frequency					Mean	SD
	1	2	3	4	5		
A	0	4	14	23	15	3.875	0.896
B	0	5	19	24	8	3.625	0.843
C	0	4	15	29	8	3.732	0.798
D	0	4	16	25	11	3.768	0.853
E	0	3	10	29	14	3.964	0.808

The respondents seemed to agree that fitness should be included in the criminal justice department at CVTC in the areas of cardiovascular endurance (mean 3.88, SD .90), anaerobic training (mean 3.63, SD .84), muscular endurance (mean 3.73, SD .80), muscular strength (mean 3.77, SD .85), and flexibility training (mean 3.96, SD .81). The mean score for all five sub categories of statement 4 were between 3.6 and 4.0 on the rating scale with a standard deviation below 1.0 indicating agreement of all respondents.

Research Question 5. The fifth research question in this study addressed what specific characteristics of physical fitness law enforcement employers find important. The fifth through eleventh statements and their sub categories on the survey all related to the fifth research question: Statement 5 – The cardiovascular endurance test we use or would consider using is (A) 1 mile run, (B) 1.5 mile run, (C) 12 minute Cooper run, or (D) No cardiovascular endurance test; Statement 6 – The anaerobic power test we use or would consider using is (A) Vertical jump, (B) 300 meter run, or (C) No anaerobic power test; Statement 7 – The muscular endurance test we use or would consider using is (A) Push ups, (B) Sit ups, or (C) No muscular endurance test; Statement 8 – The muscular strength test we use or would consider using is (A) 1 RM Bench Press or (B) No muscular strength test; Statement 9 – The agility test we use or would consider using is (A) Illinois agility run, (B) Your own departments agility test, or (C) No agility test; Statement 10 – The flexibility test we use or would consider using is (A) Sit and reach or (B) No flexibility test; and Statement 11 – The body composition test we use or would consider using is (A) Skinfold caliper test, (B) Body Mass Index (BMI), or (C) No body composition test. Results are shown in Table 5 below.

Statement 5 indicated the respondents agreed that the 1 mile run (mean 3.56, SD .97) was the preferred cardiovascular endurance test, but there was more variability on using the 1.5 mile run (mean 3.32, SD 1.04) and the 12 minute Cooper run (mean 3.02, SD .87). The respondents disagreed with the statement that no cardiovascular endurance test (mean 2.21, SD 1.18) should be used. The mean of 2.21 on the scale indicates that a majority of the respondents disagree that no cardiovascular endurance test should be used; and the SD of 1.18 indicates the respondents strongly disagree, disagree, or are undecided that no cardiovascular endurance test should be used.

Statement 6 indicated the respondents were undecided if they would use or consider using the vertical jump (mean 3.26, SD .96) or 300 meter run (mean 3.13, SD .85) as an anaerobic power test. The respondents disagreed with the statement that no anaerobic power test (mean 2.46, SD 1.24) should be used. The mean of 2.46 on the scale indicates that a majority of the respondents disagree that no anaerobic power test should be used; and the SD of 1.24 indicates the respondents strongly disagree, disagree, or are undecided that no anaerobic power test should be used.

Statement 7 indicated the respondents agreed that they use or would consider using both push ups (mean 3.81, SD .89) and sit ups (mean 3.73, SD .90) as a muscular endurance test. The respondents disagreed with the statement that no muscular endurance test would be used or considered (mean 2.25, SD 1.12). The mean of 2.25 on the scale indicates that a majority of the respondents disagree that no muscular endurance test should be used; and the SD of 1.12 indicates the respondents strongly disagree, disagree, or are undecided that no muscular endurance test should be used.

Statement 8 indicated the respondents agreed that they would use or consider using the 1 RM Bench Press (mean 3.45, SD .91) as the muscular strength test. The respondents disagreed with the statement that no muscular strength test (mean 2.26, SD 1.15) should be used.

Table 5

Important Specific Characteristics of Physical Fitness

	Likert Scale Frequency						
	1	2	3	4	5	Mean	SD
Statement 5							
A	2	4	18	22	8	3.556	0.965
B	2	8	24	11	9	3.315	1.043
C	2	9	31	6	4	3.019	0.874
D	19	15	10	7	2	2.208	1.183
Statement 6							
A	2	8	23	16	5	3.260	0.955
B	1	10	27	13	3	3.130	0.848
C	16	11	17	6	4	2.463	1.240
Statement 7							
A	1	4	11	30	11	3.807	0.895
B	1	5	11	30	9	3.732	0.904
C	17	16	11	8	1	2.245	1.123
Statement 8							
A	1	6	23	19	7	3.446	0.913
B	17	16	14	4	3	2.259	1.152
Statement 9							
A	3	8	31	6	2	2.920	0.829
B	0	3	23	17	11	3.667	0.869
C	17	14	15	4	2	2.231	1.113
Statement 10							
A	1	4	9	30	13	3.878	0.908
B	16	19	12	3	1	2.098	0.985
Statement 11							
A	2	10	26	14	1	3.038	0.831
B	3	11	20	14	5	3.132	1.038
C	17	13	14	9	4	2.474	1.269

The mean of 2.26 on the scale indicates that a majority of the respondents disagree that no muscular strength test should be used; and the SD of 1.15 indicates the respondents strongly disagree, disagree, or are undecided that no muscular strength test should be used.

Statement 9 indicated the respondents were undecided if they would use or consider using the Illinois agility run (mean 2.92, SD .83) as an agility test. The respondents agreed that they use or would consider using their own department's agility test (mean 3.67, SD .87). The respondents disagreed with the statement that no agility test (mean 2.23, SD 1.11) should be used. The mean of 2.23 on the scale indicates that a majority of the respondents disagree that no agility test should be used; and the SD of 1.11 indicates the respondents strongly disagree, disagree, or are undecided that no agility test should be used.

Statement 10 indicated the respondents agreed that they use or would consider using the sit and reach (mean 3.88, SD .91) as the flexibility test. The respondents disagreed with the statement that the flexibility test is used or would consider being used (mean 2.10, SD .98). Standard deviation was below 1.0 indicating agreement with all respondents.

Statement 11 indicated the respondents were undecided if they use or would consider using the skinfold caliper test (mean 3.04, SD .83) as well as undecided if they would use or consider using the Body Mass Index (mean 3.13, SD 1.04) as the body composition test. The mean of 3.13 on the scale for BMI indicates that a majority of respondents were undecided but the SD of 1.04 indicates the respondents disagreed, were undecided, or agreed that BMI should be used or consider being used as the body composition test. The respondents disagreed with the statement that no body composition test (mean 2.47, SD 1.27) should be used. The mean of 2.47 on the scale indicates that a majority of the respondents disagree that no body composition test

should be used; and the SD of 1.27 indicates the respondents strongly disagree, disagree, or are undecided that no body composition test should be used.

Research Question 6. The sixth research question in this study addressed the possible differences between respondents from police and sheriff departments with respect to physical fitness testing. A T-Test was performed which compared the answers to the statements on the survey between police and sheriff departments. The T-test data ranged from 0.216 to 0.938 and the significant value data ranged from 0.352 to 0.829. There was no statistical difference found in the answers given based on whether a police or sheriff representative was the respondent. See Appendix F.

Chapter V: Summary, Conclusions, and Recommendations

Summary

Most professional police and sheriff departments require officer candidates to pass some type of physical agility test as part of the application process. The tests are job related physical tasks and abilities officers need to possess during the application process and throughout their career to be an effective officer. A curriculum change is being considered in the criminal justice department at Chippewa Valley Technical College to include a fitness component. The criminal justice curriculum at Chippewa Valley Technical College educates students academically but currently no emphasis is placed on preparing them physically for the fitness portion of the application process.

The purpose of this study was to conduct a needs assessment to see if fitness should be included in the criminal justice curriculum to better prepare students for the law enforcement application hiring process. A task analysis was also completed to determine what fitness content would be included in the curriculum in the criminal justice department at Chippewa Valley Technical College if it was found to be needed.

The instrument used to gather the data needed was presented in a survey. A survey was found to work best to gather information using a Likert scale. Police and sheriff administrators were asked to respond to statements regarding physical fitness testing as it relates to the hiring process for law enforcement candidates.

The subjects used in this research were administrators of police and sheriff departments in the 11 county service area of Chippewa Valley Technical College. The 11 counties were used because the CVTC criminal justice department received input from the advisory committee stating that the criminal justice graduates were not prepared for the hiring process, in particular,

they were unprepared for the interview and the physical agility portion of the process. The advisory committee is mostly made up of individuals who represent law enforcement agencies in CVTC's 11 county service area. There are no law enforcement agencies on the advisory committee from outside the CVTC service area. There were 75 departments included in this survey group, 11 sheriff departments and 64 police departments. All 75 departments were sent a survey which was to be completed by the head of the department.

The departments were located in Buffalo, Chippewa, Clark, Dunn, Eau Claire, Jackson, Pepin, Pierce, Taylor, Trempealeau, and part of St. Croix County. The list of police and sheriff departments was obtained from the Municipal/County Listing under the Law Enforcement Directory on the Wisconsin Law Enforcement Network or wilenet.org. This list was then checked with the Agency Listing in the Law Enforcement Directory on wilenet.org to obtain the department's address and administrator's information. The person listed as the head of all 11 county sheriff departments was a sheriff who was the target population for completing the survey. The person listed as the head of the 64 police departments was usually the chief of police. A few of the police departments had an officer or constable listed as the head of the department if it was a smaller agency.

A cover letter (Appendix D) was created and sent with the survey to the 75 police and sheriff departments. The cover letter explained the importance of the survey and its intent. The cover letter, a questionnaire, and a self addressed stamped envelope were included in the mailings to all departments. The surveys were mailed on Monday, May 18, 2009 and the respondents were given one week to complete and return the survey. A follow up letter (Appendix E) along with another questionnaire and self addressed stamped envelope were

mailed on Tuesday, May 26, 2009 to the departments who had not returned their survey. They were asked to return the survey by Wednesday, June 3, 2009.

There was a return rate of 79% (58 out of 73 surveys returned) in this study. A total of 75 law enforcement agencies were mailed a survey and 58 responded by mailing a completed survey back. It was found that two of the police departments that were sent surveys no longer exist. The Pigeon Falls town clerk called and stated their police department dissolved and they now contract with the Whitehall Police Department for their law enforcement services. The post office returned the envelope from the Wheeler Police Department stating there was no such office anymore.

The results of the survey were placed on a spread sheet created by Ms. Greene of the Budget, Planning and Analysis Department at University of Wisconsin-Stout, Menomonie, Wisconsin for analysis. In a meeting with Ms. Greene on Thursday, June 18, 2009 data analysis was discussed. A decision was made to calculate frequency of the Likert scale responses, mean, and standard deviation for each statement. A comparison was also made between police and sheriff department responses so a T-test could be calculated (Appendix F).

A 5 point Likert scale was used for statements 1 – 11. There were several subsections under each statement on the survey instrument totaling 36 statements. In this section of the survey a mean and standard deviation was calculated for each of the 36 items. A comparison was then calculated between the Likert questions and police and sheriff departments. This was done to determine if there was a difference in philosophies between police and sheriff departments as it relates to physical fitness testing during the hiring process with officer candidates and what the curriculum might include at CVTC.

A comparison was also calculated between the Likert questions and the size of the department and the size of the jurisdiction the department serves. This was done to determine if the size of the department and the size of the jurisdiction made a difference in the importance of physical fitness testing with officer candidates during the hiring process and what they felt the curriculum might include at CVTC.

Conclusions

The research questions that were addressed during the study and their respective conclusions are listed below.

1. In what ways is an officer candidate's physical fitness level important to law enforcement employers?

Almost all police and sheriff departments agreed or strongly agreed that professional appearance, being an agency representative, and public perception relates to physical fitness of a law enforcement officer. The mean score for all 3 sub categories of statement 1 was well over 4 on the rating scale with standard deviation well below 1.0 indicating agreement of all respondents.

It was found in this study that a law enforcement officer's physical fitness level is important to law enforcement employers in three areas: professional appearance, being an agency representative, and public perception. This correlates to what the review of literature revealed, that law enforcement employers do not want to hire someone who will make their police department look bad. If an officer candidate is physically fit it projects a positive image for the department (Harr & Hess, 2006).

Professionals are expected to look the part by being fit and looking neat and well groomed (Relational Skills Advisory Committee, 2007). A law enforcement officer will be judged partially by their physical appearance (Hoffman & Collingwood, 2005). The public expects a law enforcement officer to possess the physical ability to respond to a situation where force may be used and a degree of physical effort exerted (Collingwood, Hoffman, & Smith, 2003).

2. In what ways is physical fitness testing prior to employment an important issue to law enforcement employers?

The respondents were undecided regarding physical fitness testing prior to employment as being an indicator of future job performance; but the respondents seemed to agree that physical fitness testing prior to employment was an indicator of the overall health of the officer candidate and an important part of the hiring process. The mean score for sub category A, indicator of future job performance, of statement 2 was 3.4 with a standard deviation close to 1.0 meaning there was some disagreement within the respondents. The mean score for sub categories B, indicator of overall health, and C, important part of the hiring process, of statement 2 were close to 4 on the rating scale with a standard deviation well below 1.0 indicating agreement of all respondents.

It was found in this study that physical fitness testing prior to employment is an important issue to law enforcement employers. Law enforcement employers believed it was an indicator of the officer candidates overall health and an important part of the hiring process. One of the qualifications to become a police officer is to be able to meet rigorous physical qualifications (U.S. Bureau of

Labor Statistics, 2007) and Chicago Police Department's Superintendent, Jodi Weis, believes officers need to develop a mindset that taking care of themselves, being fit, being nutritionally sound, and being as healthy as they can is what they need to be a police officer (Zagaria, 2007).

3. How important is it to law enforcement employers that an officer candidate exercises regularly?

The respondents seemed to agree that exercising regularly in the areas of cardiovascular exercise, anaerobic exercise, muscular endurance exercise, muscular strength exercise, and flexibility exercise is important to a law enforcement candidate. The mean score for all five sub categories, mentioned above, of statement 3 were between 3.6 and 4.1 on the rating scale with a standard deviation below 1.0 indicating agreement of all respondents.

This study found that law enforcement employers agreed that officer candidates should exercise regularly, 3-5 times per week, in the areas of cardiovascular endurance (e.g. running), anaerobic exercise (e.g. sprinting and jumping), muscular endurance (e.g. sit ups and push ups), muscular strength (e.g. weight lifting), and flexibility (e.g. stretching). This shows that law enforcement employers believe officer candidates should be physically fit in all areas of fitness. There are a wide variety of physical fitness tests that may be used in the hiring process but they are likely to measure: endurance, agility, flexibility, and strength (Harr & Hess, 2006).

4. How important is it to law enforcement employers that an officer candidate be physically fit in all areas of fitness?

The respondents in this study agreed that officer candidates should exercise regularly in the areas of cardiovascular endurance, anaerobic training, muscular endurance, muscular strength, and flexibility as noted above in their response to the third research question. The respondents also agreed that specific characteristics of physical fitness are important. They agreed that the specific characteristics that should be tested and are important as noted below in research question five are: cardiovascular endurance, anaerobic power, muscular endurance, muscular strength, agility, flexibility, and body composition.

The results show that law enforcement employers believe that an officer candidate should be physically fit in all areas of fitness. The respondents did not eliminate any areas of physical fitness but, in fact, included all areas listed on the survey as being important.

5. What specific characteristics of physical fitness do law enforcement employers find important?

Statement 5 indicated the respondents agreed that the 1 mile run was the preferred cardiovascular endurance test, but there was more variability on using the 1.5 mile run and the 12 minute Cooper run. The respondents disagreed with the statement that no cardiovascular endurance test should be used. The mean of 2.21 on the five point scale indicates that a majority of the respondents disagree that no cardiovascular endurance test should be used; and the SD of 1.18 indicates

the respondents strongly disagree, disagree, or are undecided that no cardiovascular endurance test should be used.

Statement 6 indicated the respondents were undecided if they would use or consider using the vertical jump or 300 meter run as an anaerobic power test. The respondents disagreed with the statement that no anaerobic power test should be used. The mean of 2.46 on the five point scale indicates that a majority of the respondents disagree that no anaerobic power test should be used; and the SD of 1.24 indicates the respondents strongly disagree, disagree, or are undecided that no anaerobic power test should be used.

Statement 7 indicated the respondents agreed that they use or would consider using both push ups and sit ups as a muscular endurance test. The respondents disagreed with the statement that no muscular endurance test would be used or considered. The mean of 2.25 on the five point scale indicates that a majority of the respondents disagree that no muscular endurance test should be used; and the SD of 1.12 indicates the respondents strongly disagree, disagree, or are undecided that no muscular endurance test should be used.

Statement 8 indicated the respondents agreed that they would use or consider using the 1 RM Bench Press as the muscular strength test. The respondents disagreed with the statement that no muscular strength test should be used. The mean of 2.26 on the five point scale indicates that a majority of the respondents disagree that no muscular strength test should be used; and the SD of 1.15 indicates the respondents strongly disagree, disagree, or are undecided that no muscular strength test should be used.

Statement 9 indicated the respondents were undecided if they would use or consider using the Illinois agility run as an agility test. The respondents agreed that they use or would consider using their own department's agility test. The respondents disagreed with the statement that no agility test should be used. The mean of 2.23 on the five point scale indicates that a majority of the respondents disagree that no agility test should be used; and the SD of 1.11 indicates the respondents strongly disagree, disagree, or are undecided that no agility test should be used.

Statement 10 indicated the respondents agreed that they use or would consider using the sit and reach as the flexibility test. The respondents disagreed with the statement that the flexibility test is used or would consider being used. Standard deviation was below 1.0 indicating agreement with all respondents.

Statement 11 indicated the respondents were undecided if they use or would consider using the skinfold caliper test as well as undecided if they would use or consider using the Body Mass Index as the body composition test. The mean of 3.13 on the five point scale for BMI indicates that a majority of respondents were undecided but the SD of 1.04 indicates the respondents disagreed, were undecided, or agreed that BMI should be used or consider being used as the body composition test. The respondents disagreed with the statement that no body composition test should be used. The mean of 2.47 on the five point scale indicates that a majority of the respondents disagree that no body composition test should be used; and the SD of 1.27 indicates the respondents

strongly disagree, disagree, or are undecided that no body composition test should be used.

This study found that there were specific characteristics of physical fitness that law enforcement employers found important. They agreed that the specific characteristics that should be tested and which are important are: cardiovascular endurance, anaerobic power, muscular endurance, muscular strength, agility, flexibility, and body composition. This also shows that law enforcement employers believe that an officer candidate should be physically fit in all areas of fitness.

The review of literature refers to a study conducted by Collingwood et al cited in the March 2004 *Police Chief* magazine where certain physical fitness areas were found as the underlying and predictive factors or physical abilities that determine a law enforcement officer's capabilities to perform essential physical tasks. They are:

- Aerobic power – 1.5 mile run
- Anaerobic power – 300 meter run
- Upper body absolute strength – 1RM bench press
- Upper body muscular endurance – push-up test
- Abdominal muscular endurance – one-minute sit-up test
- Explosive leg power – vertical jump
- Agility – Illinois agility run

Collingwood et al stated that agencies should test officer candidates in the above listed areas to check performance of essential physical tasks of the job (Collingwood, Hoffman, & Smith, 2004).

6. Are there any differences between police and sheriff departments with respect to physical fitness testing?

The sixth research question in this study addressed the possible differences between respondents from police and sheriff departments with respect to physical fitness testing. A t-Test was performed which compared the answers to the statements on the survey between police and sheriff departments. The t-test data ranged from 0.216 to 0.938 and the significant value data ranged from 0.352 to 0.829. There was no statistical difference found in the answers given based on whether a police or sheriff representative was the respondent. See Appendix F.

There were no differences found in this study between what police and sheriff department's find important with respect to physical fitness testing. The responses to the statements on the survey were consistent no matter if a police department administrator or a sheriff department administrator were answering the statements. Police department and sheriff department administrator's feel the same way about the statements presented to them on the survey in this study.

7. What would the content of fitness curriculum be if it were to be included in the criminal justice department at CVTC?

The respondents seemed to agree that fitness should be included in the criminal justice department at CVTC in the areas of cardiovascular endurance, anaerobic training, muscular endurance, muscular strength, and flexibility

training. The mean score for all five sub categories of statement 4 were between 3.6 and 4.0 on the rating scale with a standard deviation below 1.0 indicating agreement of all respondents.

The respondents in this study agreed that fitness should be included in the criminal justice curriculum at Chippewa Valley Technical College (CVTC). The curriculum should include training in the following areas: cardiovascular endurance, anaerobic exercise, muscular endurance, muscular strength, and flexibility training. The review of literature also discovered that training programs should be implemented for officers to maintain personal conditioning throughout their career (Collingwood, Hoffman, & Smith, 2004). Judi Anibas, the Education Director of Emergency Services at CVTC, also believes that physical fitness should be included in the criminal justice curriculum at CVTC (Anibas, 2009).

Recommendations

Based on the review of literature and a review of the results and conclusions there are a few recommendations that can be drawn.

1. Chippewa Valley Technical College (CVTC) should better prepare the criminal justice students for physical fitness testing that they will likely encounter during the hiring process for law enforcement jobs. There is currently no active fitness component included in the curriculum which would help the students prepare for this part of the hiring process. Police and sheriff departments feel this is an important part of the hiring process and students need to be prepared to excel in this area.

2. The criminal justice department at CVTC should adopt physical fitness curriculum to assist graduates in preparing for the rigors of the hiring process they are likely to face when applying for entry level jobs in the field of law enforcement. The students need to be aware of what is involved in the hiring process and what is expected of them. If physical fitness is adopted into the curriculum it will benefit the graduates when they are going through the hiring process.
3. The criminal justice department at CVTC should create and offer a law enforcement fitness class. A fitness class should be created and inserted in the criminal justice program at CVTC. A fitness class would fit nicely into the third semester of study to alert the students about this part of the hiring process. It would also give them the information they need to establish good physical fitness habits they could carry into the fourth semester when they will be getting ready to apply and applying for jobs in the law enforcement field.
4. The curriculum of the law enforcement fitness class should include cardiovascular endurance, anaerobic training, muscular endurance, muscular strength, agility, and flexibility. These are the components of physical fitness that police and sheriff administrators found important and are either currently testing or are considering testing officer candidates on.
5. If a law enforcement fitness class is created it should include an active component in a lab setting. It's important to get the information to the students in a lecture setting but it's just as important that they are exposed to actually doing the exercises in a lab setting. The students need to be shown the exercises that relate to cardiovascular endurance, anaerobic exercise, muscular endurance, muscular strength, agility, and flexibility. They can take

these exercises and create a routine to work on during their fourth semester to help them prepare for the law enforcement hiring process.

6. It is recommended that the students be exposed to a mock physical fitness testing procedure at the beginning of the third semester and then again at the end of the semester. They can track their personal fitness progress throughout the semester and set fitness goals to reach by the end of the semester and the end of the program. This will provide an incentive to the students to continue their physical fitness training and be in the best shape they can possibly be in for the hiring process.

If the curriculum changes are put in place further research could be conducted to see what kind of improvements in physical fitness testing results were noticed from CVTC criminal justice graduates who took the law enforcement fitness class. Is the law enforcement fitness class benefiting the students by helping them perform better on the physical fitness testing portion of the hiring process?

7. Further research could be conducted to see if the law enforcement fitness class graduates made any lifestyle changes by continuing their physical fitness exercises. Once the graduates were employed by a law enforcement agency, did they continue to workout physically and stay in good health or did they slip into the sedentary nature of law enforcement and do they need remedial physical fitness training? These questions could be answered in a follow up study of CVTC criminal justice graduates who successfully passed the law enforcement fitness class.
8. In looking at the survey instrument, it would have been helpful to define some of the terms used for clarification and to avoid any misunderstandings. The terms used were thought to be understood by all police and sheriff department administrators but based on

a couple of comments written on the returned surveys it appears respondents had questions or needed clarification on a few terms. The terms that appeared to need further explanation were Illinois agility run, skinfold caliper testing, and the 12 minute Cooper run. A third page could have been added clarifying or defining any possible questionable terms.

9. In reviewing the survey questions against the research questions, a question or statement should have been included on the survey to try and directly gather data to answer research question 4. Conclusions were drawn and inferences made based on the data gathered from several different survey statements but nothing related directly to research question 4. Answers to survey statements 3 and 5-11 were used to answer research question 4 to see if law enforcement employers feel its important for officer candidates to be physically fit in all areas of fitness. A simple statement(s) could have been included on the survey.
10. The collection of data was done through the mail as there was not a data bank or directory of e-mail addresses for the police and sheriff department administrators available. It would have been more efficient and more cost effective to send this survey out via email but the 79% return rate would probably have stayed about the same.

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Appendix A

Survey Questions vs. Research Questions Matrix

Appendix A: Survey Questions vs. Research Questions Matrix

	1	2	3	4	5	6	7
1A	X						
1B	X						
1C	X						
2A		X					
2B		X					
2C		X					
3A			X	x			
3B			X	x			
3C			X	x			
3D			X	x			
3E			X	x			
4A							X
4B							X
4C							X
4D							X
4E							X
5A				x	X		
5B				x	X		
5C				x	X		
5D				x	X		
6A				x	X		
6B				x	X		
6C				x	X		
7A				x	X		
7B				x	X		
7C				x	X		
8A				x	X		
8B				x	X		
9A				x	X		
9B				x	X		
9C				x	X		
10A				x	X		
10B				x	X		
11A				x	X		
11B				x	X		
11C				x	X		
12						X	
13						X	
14						X	
Total	3	3	5	(25)	20	3	5

(25) = Research Question 4 will be answered by looking at the responses from several survey questions as it deals with all areas of fitness.

Appendix B

Criminal Justice Program Survey

This research has been approved by the UW-Stout IRB as required by the Code of Federal Regulations Title 45 Part 46.

Appendix B: Criminal Justice Program Survey

Directions: Please use your experience in the law enforcement hiring process as the basis for answering the following questions. There are no right or wrong answers. Select the response that best represents your feelings. CVTC is used to identify Chippewa Valley Technical College.

Use the following responses for the next section.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Statements	1	2	3	4	5
1. Physical fitness of a law enforcement officer relates to					
A. professional appearance.....	1	2	3	4	5
B. being an agency representative.....	1	2	3	4	5
C. public perception.....	1	2	3	4	5
2. Physical fitness testing prior to employment for law enforcement officer candidates is					
A. an indicator of future job performance.....	1	2	3	4	5
B. an indicator of overall health.....	1	2	3	4	5
C. an important part of the hiring process.....	1	2	3	4	5
3. A law enforcement candidate should do the following exercises on a regular basis, 3-5 times per week.					
A. Cardiovascular e.g. running.....	1	2	3	4	5
B. Anaerobic e.g. sprinting, jumping.....	1	2	3	4	5
C. Muscular Endurance e.g. sit ups, push ups.....	1	2	3	4	5
D. Muscular Strength e.g. weight lifting.....	1	2	3	4	5
E. Flexibility e.g. stretching.....	1	2	3	4	5
4. Curriculum in the criminal justice program at CVTC should include					
A. Cardiovascular endurance.....	1	2	3	4	5
B. Anaerobic training.....	1	2	3	4	5
C. Muscular endurance.....	1	2	3	4	5
D. Muscular strength.....	1	2	3	4	5
E. Flexibility training.....	1	2	3	4	5
5. The cardiovascular endurance test we use or would consider using is:					
A. 1 mile run	1	2	3	4	5
B. 1.5 mile run	1	2	3	4	5
C. 12 minute Cooper run	1	2	3	4	5
D. No cardiovascular endurance test	1	2	3	4	5

6. The anaerobic power test we use or would consider using is:

- | | | | | | |
|----------------------------|---|---|---|---|---|
| A. Vertical jump | 1 | 2 | 3 | 4 | 5 |
| B. 300 meter run | 1 | 2 | 3 | 4 | 5 |
| C. No anaerobic power test | 1 | 2 | 3 | 4 | 5 |

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
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Statements continued

7. The muscular endurance test we use or would consider using is:

- | | | | | | |
|-------------------------------|---|---|---|---|---|
| A. Push ups | 1 | 2 | 3 | 4 | 5 |
| B. Sit ups | 1 | 2 | 3 | 4 | 5 |
| C. No muscular endurance test | 1 | 2 | 3 | 4 | 5 |

8. The muscular strength test we use or would consider using is:

- | | | | | | |
|------------------------------|---|---|---|---|---|
| A. 1 RM Bench Press | 1 | 2 | 3 | 4 | 5 |
| B. No muscular strength test | 1 | 2 | 3 | 4 | 5 |

9. The agility test we use or would consider using is:

- | | | | | | |
|--------------------------------------|---|---|---|---|---|
| A. Illinois agility run | 1 | 2 | 3 | 4 | 5 |
| B. Your own departments agility test | 1 | 2 | 3 | 4 | 5 |
| C. No agility test | 1 | 2 | 3 | 4 | 5 |

10. The flexibility test we use or would consider using is:

- | | | | | | |
|------------------------|---|---|---|---|---|
| A. Sit and reach | 1 | 2 | 3 | 4 | 5 |
| B. No flexibility test | 1 | 2 | 3 | 4 | 5 |

11. The body composition test we use or would consider using is:

- | | | | | | |
|-----------------------------|---|---|---|---|---|
| A. Skinfold caliper testing | 1 | 2 | 3 | 4 | 5 |
| B. Body Mass Index (BMI) | 1 | 2 | 3 | 4 | 5 |
| C. No body composition test | 1 | 2 | 3 | 4 | 5 |

Please answer a few questions about your department.

12. Type of department

- _____ Police
_____ Sheriff

13. Size of the department (number of sworn officers)

- _____ less than 7 full time officers
_____ 7-15
_____ 16-30
_____ 31-50
_____ 51-100
_____ over 100

14. Population the department serves

- _____ under 2,500
_____ 2,500 to 5,000

_____ 5,001 to 10,000
_____ 10,001 to 30,000
_____ 30,001 to 100,000
_____ over 100,000

Appendix C

Pilot Survey

Appendix C: Pilot Survey

Directions: Use your experience in the law enforcement hiring process as the basis for answering the following questions. There are no right or wrong answers. Select the response that best represents your feelings. CVTC is used to identify Chippewa Valley Technical College.

Use the following responses for the next section.

1 = SD = Strongly Disagree
2 = D = Disagree
3 = U = Undecided

4 = A = Agree
5 = SA = Strongly Agree

Statements	Responses				
	SD	D	U	A	SA
	1	2	3	4	5
1. Physical fitness of a law enforcement officer relates to					
A. professional appearance.....	1	2	3	4	5
B. being an agency representative.....	1	2	3	4	5
C. public perception.....	1	2	3	4	5
2. Physical fitness testing prior to employment for law enforcement officer candidates is					
A. an indicator of future job performance.....	1	2	3	4	5
B. an indicator of overall health.....	1	2	3	4	5
C. an important part of the hiring process.....	1	2	3	4	5
3. A law enforcement candidate should do the following exercises on a regular basis, 3-5 times per week.					
A. Cardiovascular e.g. running.....	1	2	3	4	5
B. Anaerobic e.g. sprinting, jumping.....	1	2	3	4	5
C. Muscular Endurance e.g. sit ups, push ups.....	1	2	3	4	5
D. Muscular Strength e.g. weight lifting.....	1	2	3	4	5
E. Flexibility e.g. stretching.....	1	2	3	4	5
4. Curriculum in the criminal justice program at CVTC should include					
A. Cardiovascular endurance.....	1	2	3	4	5
B. Anaerobic training.....	1	2	3	4	5
C. Muscular endurance.....	1	2	3	4	5

D. Muscular strength.....	1	2	3	4	5
E. Flexibility training.....	1	2	3	4	5

5. With respect to law enforcement officer candidates, what is the most important characteristic of physical fitness?

6. Does your department have a physical fitness test as part of the hiring process for law enforcement officer job applicants?

☐ Yes
☐ Considering or would like to use
☐ No, proceed to item #14

Please circle all that apply

7. Which physical fitness test do you use or would consider using to measure Cardiovascular Endurance (Aerobic Power)?

A. 1 mile run
 B. 1.5 mile run
 C. 12 minute Cooper run
 D. Other _____
 E. No Cardiovascular Endurance Test

8. Which physical fitness test do you use or would consider using to measure Anaerobic power?

A. Vertical jump
 B. 300 meter run
 C. Other _____
 D. No Anaerobic Power Test

9. Which physical fitness test do you use or would consider using to measure Muscular Endurance?

A. Push Ups
 B. Sit Ups
 C. Other _____
 D. No Muscular Endurance Test

10. Which physical fitness test do you use or would consider using to measure Muscular Strength?
- A. 1 RM Bench Press
 - B. Other _____
 - C. No Muscular Strength Test
11. Which physical fitness test do you use or would consider using to measure Agility?
- A. Illinois Agility run
 - B. Your own department's agility test
 - C. Other _____
 - D. No Agility Test
12. Which physical fitness test do you use or would consider using to measure Flexibility?
- A. Sit and Reach
 - B. Other _____
 - C. No Flexibility Test
13. Which physical fitness test do you use or would consider using to measure Body Composition?
- A. Skinfold testing
 - B. Electrical impedance
 - C. Underwater weighing
 - D. Other _____
 - E. No Body Composition Test

Some demographic information –

14. Type of department
- _____ Police
 - _____ Sheriff
15. Size of the department (number of sworn officers)
- _____ less than 7 full time officers
 - _____ 7-15
 - _____ 16-30
 - _____ 31-50
 - _____ 51-100
 - _____ over 100

16. Population the department serves

- _____ under 2,500
- _____ 2,500 to 5,000
- _____ 5,001 to 10,000
- _____ 10,001 to 30,000
- _____ 30,001 to 100,000
- _____ over 100,000

Appendix D

Cover Letter

Appendix D: Cover Letter

May 18, 2009

Alma Center Police Department
Chief Michael Ring
P.O. Box 96
Alma Center, WI 54611

Dear Chief Ring:

I, along with Chippewa Valley Technical College (CVTC), am conducting a survey to identify the need to include physical fitness as part of the criminal justice curriculum. Your department was selected as you are in the 11 county area that CVTC serves and we value your comments. This important project will shape the training program for criminal justice students. Your expertise is critical and will assist in curriculum development by:

- Identifying the importance of a candidates physical fitness level to law enforcement employers;
- Identifying the importance of physical fitness testing to law enforcement employers as part of the hiring process;
- Identifying specific characteristics of physical fitness that law enforcement employers find important.

Enclosed is a two-page questionnaire. Responding to the survey should take approximately 5 minutes. I'm asking that you complete and return the survey to me by May 27. A self-addressed stamped envelope is enclosed for your convenience. Your responses will be kept confidential and will be used only for data collection.

The data gained from this project will provide a regional perspective of the importance of physical fitness as it relates to the law enforcement profession and the hiring process. If you would like to obtain a summary or have any questions about completing this survey, please call project coordinator, Steve Chronis, at 715-308-2699.

Thank you for your commitment to the law enforcement profession. Your experience and knowledge is valuable to us.

Sincerely,

Steve Chronis, Project Coordinator
Chippewa Valley Technical College
620 W. Clairemont Avenue
Eau Claire, Wisconsin 54701

Judi Anibas, Education Director ESEC
Chippewa Valley Technical College
620 W. Clairemont Avenue
Eau Claire, Wisconsin 54701

Appendix E
Follow-up Letter

Appendix E: Follow Up Letter

May 26, 2009

Alma Center Police Department
Chief Michael Ring
P.O. Box 96
Alma Center, WI 54611

Dear Chief Ring

Thank you for your interest in the CVTC Criminal Justice Survey that you received last week. We would like to encourage you to complete the survey and return it to us by Wednesday, June 3. The information gathered from the survey will be critical in guiding the curriculum of the criminal justice program at Chippewa Valley Technical College.

Rest assured that the information and feedback you provide will be held in strictest confidence. If you have misplaced the survey or the self-addressed stamped envelope, I have enclosed another for your convenience. If you have any questions about completing the survey please call project coordinator Steve Chronis at 715-308-2699. Your input is essential to the success of this project.

Thank you!

Sincerely,

Steve Chronis, Project Coordinator
Chippewa Valley Technical College
620 W. Clairemont Avenue
Eau Claire, Wisconsin 54701

Appendix F

T-Test Data, Police vs. Sheriff

Appendix F: T-Test Data, Police vs. Sheriff

Survey Question	T-Test	Significant Value
5A	0.260	0.796
5B	0.645	0.522
5C	0.391	0.697
5D	0.853	0.397
6A	0.359	0.721
6B	0.226	0.822
6C	0.938	0.352
7A	0.916	0.364
7B	0.337	0.738
7C	0.727	0.470
8A	0.435	0.665
8B	0.778	0.440
9A	0.451	0.654
9B	0.678	0.500
9C	0.773	0.443
10A	0.404	0.687
10B	0.898	0.373
11A	0.216	0.830
11B	0.478	0.634
11C	0.835	0.407